

# REGULATION GUIDE

BAYONNE BOARD OF EDUCATION

SUPPORT STAFF MEMBERS

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Physical Examination

**M**

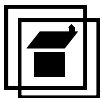
## R 4160 PHYSICAL EXAMINATION

### A. Definitions

1. “Employee” or “staff member” means the holder of any full-time or part-time position of employment.
2. “Health history” means the record of a person’s past health events obtained in writing, completed by the individual or their physician.
3. “Health screening” means the **use of** one or more diagnostic tools to **test a person for** the presence or precursors of a particular disease.
4. “Physical examination” means the assessment of an individual’s health **by a professional licensed to practice medicine or osteopathy, or by an advanced practice nurse or physician assistant.**
5. “Physician assistant” means a health care professional licensed to practice medicine with physician supervision.

### B. Physical Examinations – Candidates for Employment Who Have Received a Conditional Offer of Employment

1. **Candidates for employment who have received a conditional offer of employment** shall be required to undergo a physical examination. The physical examination shall include, but is not limited to, a health history **and** health screenings **to determine whether the candidate is able to perform with reasonable accommodation job-related functions pursuant to P.L. 101-336, Americans with Disabilities Act of 1990 (ADA). The candidate for employment will be provided the Board’s requirements for the physical examination.**
  - a. A health history shall include, **but is not limited to,** the candidate’s:



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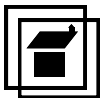
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- (1) **Past serious illnesses and injuries;**
  - (2) **Current health problems;**
  - (3) **Allergies; and**
  - (4) **A record of immunizations.**
- b. A health screening shall include, **but is not limited to** :
- (1) **Height;**
  - (2) **Weight;**
  - (3) **Pulse and respiratory rate;**
  - (4) **Hearing screening;**
  - (5) **Blood pressure;**
  - (6) **Vision screening;**
  - (7) Hearing testing for bus drivers
  - (8) Vision testing for bus drivers

## C. Medical Requirements Upon Employment

1. A Mantoux tuberculosis test shall be given upon employment of all newly hired staff members (full-time and part-time), and to all student teachers, school bus drivers on contract with the district, and to contractors or volunteers who have contact with students . Tuberculosis testing is not required for volunteers working with students less than twenty hours per month.

- a. Tuberculosis testing is not required:
- (1) For new staff members, student teachers, and contractors of the school district with a documented negative tuberculosis test result in the last six months or a documented positive tuberculosis test, regardless of when this test was done; or





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2. **Health records may be shared only with authorized individuals in accordance with N.J.S.A. 18A:16-5.**
- E. Employees' Physical Examination and Medical Updates
1. School employee physicals, examinations, and/or annual medical updates shall not require disclosure of HIV status.
- F. **Review of Examinations and Assessments**
1. **The results of the physical examination of a candidate for employment who has received a conditional offer of employment will be reviewed by the school physician, who, in consultation with the Superintendent, will determine the candidate's physical and mental fitness to function with reasonable accommodation in the position for which he/she has made application. That determination will be made a part of the candidate's application.**
- G. **Rescinding a Conditional Offer of Employment – Notice to Candidates for Employment Who Receive a Conditional Offer of Employment**
1. **All candidates for employment who receive a conditional offer of employment shall be informed by the district that:**
    - a. **An offer of employment by the Superintendent of Schools or designee is conditional upon completion of the Board's required physical examinations and assessments;**
    - b. **The required examinations and assessments will be used to determine the candidate's ability to perform with reasonable accommodations job-related functions pursuant to ADA; and**
    - c. **If it is determined upon completing the examination(s) or assessment(s) the candidate is unable to perform with reasonable accommodations job-related functions pursuant to the provisions of the ADA, the conditional offer of employment will be rescinded either by the Superintendent if the Board has not yet approved the appointment or by the Board, if the Board had approved the appointment at a Board meeting.**

Adopted: 28 July 1997  
Revised: 20 January 2004  
Revised: 31 October 2006  
**REVISED: October 19<sup>th</sup>, 2017**

